



**Superior Court of California**  
**County of San Luis Obispo**  
***Benefits at a Glance***  
***Confidential Unit 26***

**Pay Practices**

FICA	6.20%	FICA wages up to \$90,000 maximum
Medicare	1.45%	Medicare wages with no maximum
Overtime	Non-exempt	Human Resources Analyst position is FLSA exempt
Compensating Time Off	1.5 x's hrs wkd	Human Resources Analyst position is FLSA exempt
Pay Days	Biweekly	

**Leave Provisions**

Sick Leave	12 days/yr	2080 hrs (260 days max accrual); Paid out @ 50% up to 90 days; 5 years of service required
Sick Leave Exchange for Vac.	80hr for 40hrs	Per calendar year. Must maintain a 30-day balance; 5 years of service required
Holiday Pay	13 days/yr	
Personal Leave	1 day/fiscal year	
Vacation (320 hrs cap)	10 days/yr	Beginning of service to end of fourth year
	15 days/yr	Beginning of fifth year to end of ninth year
	20 days/yr	Over ten years of service
		Maximum payoff of 320 hours
Jury Leave	Regular rate of pay	Regular pay while on jury duty/cannot claim jury pay
Military Leave	30 days	Per fiscal year
Administrative Leave	4 days	Per fiscal year. No carry over or payoff for unused time
Bereavement Leave	3 days	Per occurrence
Witness Leave		Serving as a witness in a case relating to the employee's job

**Benefits**

Cafeteria Contribution	\$660mo.	\$440/mo without medical coverage
Health Insurance		Coverage for domestic partners (employee & eligible dependents)
Vision Insurance		Optional for employee
Dental Insurance		Optional for employee
Basic Life Insurance	\$30,000 coverage	Employer paid policy
Supplemental Life Insurance		Employee paid/optional
Dependent Life Insurance		Employee paid/optional
Long Term Disability Insurance	66 2/3% of salary	90 day waiting period
Workers' Compensation		
Deferred Comp.	Pretax deduction	Optional for employee
Flexible Spending Accounts	Pretax deduction	Per plan year: Medical \$3,000; Dependent Care \$5,000
Wellness/Fitness	\$200/fiscal year	Annual allowance (taxable)
Tuition Reimbursement	\$250/fiscal year	
Employee Assistance Program (EAP)		Employer paid
Post Employment Health Plan (PEHP)		Tax-free defined contribution health arrangement that is funded with 1/2 accrued sick leave balances distributed upon separation of employment; 5 years of service required

**Retirement**

Court Retirement Contribution	21.83%	Rate x Hourly Rate x Hours worked
Court Pickup of Employee Retirement	7.74%	Rate x Hourly Rate x Hours worked

**Holidays**

January 1<sup>st</sup>  
Third Monday in January (Dr. Martin Luther King, Jr. Day)  
February 12<sup>th</sup>  
Third Monday in February  
March 31<sup>st</sup> (Cesar Chavez Day)  
Last Monday in May  
July 4<sup>th</sup>  
First Monday in September  
Second Monday in October  
November 11<sup>th</sup>  
Fourth Thursday in November (Thanksgiving Day)  
The Friday following Thanksgiving Day  
December 25<sup>th</sup>  
Any day appointed by the Governor for a public fast, thanksgiving or holiday

Updated: 09/24/2008